

HRO Newsletter

EMPLOYEE RELATIONS

EMPLOYEE DEVELOPMENT

EQUAL OPPORTUNITY



ANNUAL NOTICE OF RIGHT TO UNION REPRESENTATION

The Civil Service Reform Act gives technicians in units represented by an exclusive labor organization the right to have a union representation present at a meeting which involves an examination by a representative of the agency in connection with an investigation. Section 7114 (a) of the Civil Service Reform Act of 1978 states that:

“(2) An exclusive representation of an appropriate unit in an agency shall be given the opportunity to be represented at—

“(A) any formal discussion between one or more representatives of the agency and one or more employees in the unit of their representatives concerning any grievance or any personnel policy or practices or other general condition of employment; or

“(B) any examination of an

employee in the unit by a representative of the agency in connection with an investigation if—

- (i) the employee reasonably believes that the examination may result in disciplinary action against the employee; and a.
- (ii) the employee requests representation”

Therefore, as also required by Section 7114(a)(1) and (3), you are hereby given notice of the right set forth in this provision.

Point of Contact: CMS Dan Cochran, 267-2792

PAYROLL DEDUCTION FOR ANG BARGAINING UNIT EMPLOYEES, ACT, CHAPTER 71 -- ARTICLE FIFTEEN

15-1 WITHHOLDING FORM

The Standard Form 1187 for dues deduction will be supplied by the Labor Organization and will be used as the authorization of payroll deduction for dues.

15-2 PROCESSING

The completed standard form will be given by the Labor Organization through HRO/LRS to the Civilian Pay Office.

- a. The standard form will be completed

and certified as to the amount of withholding (.007 of base pay) and that the member has been advised of the contents of the form, and the individual's earliest date of dues revocation will be annotated on the form and initialed by the individual.

- b. The standard form may be submitted at any time. The effective date for withholding will start by the first pay period beginning after the submission of the form to the Civilian Pay Office. Adjustments to dues allotments will occur within two (2) pay periods whenever the member's rate of base pay changes.

- c. An allotment shall be terminated when the employee leaves the bargaining unit as a result of any type of separation, transfer, or other personnel action; upon loss of exclusive recognition by the Labor Organization; when the agreement providing for dues withholding is suspended or terminated by an appropriate authority outside DOD; or when the employee has been suspended from the Labor Organization.

- (1) When a Technician is temporarily promoted or detailed to a position outside of the bargaining unit, the Employer agrees to automatically reinstate the employee's dues withholding upon return to the

TABLE OF CONTENTS:

- 1 Annual Notice of Right to Union Representation // Payroll Deduction for ANG Employees
- 2 Dues Withholding // Dues Revocation // Annual Notification // Employee Development
- 3 Retirement Information // EEO "Calendar of Events"
- 4 HRO Supervisors' Interview Training // Welcome New Employees
- 5-6 "Walt Disney's "The Disney Club"// Sea World Adventure Park// Castles and Coasters// Six Flags and Hurrican Harbor// Find HRO on the Web// Attachments

bargaining unit. The dues withholding will begin the first partial/full pay period the employee returns to the bargaining unit

It is the individual's responsibility to maintain dues payments, if the employee so desires, in order to protect union associated insurance or other union benefits.

15-3 DUES WITHHOLDING

The Employer agrees to provide a listing to the Labor Organization of those persons from whom a payroll deduction was made. The listing will contain the name and SSN of the Civilian Technicians of the Labor Organization having current dues withholding allotments on file, the amount withheld from each member's pay, and a statement showing the total amount withheld. The remittance check and one copy of the listing will be forwarded to an address to be provided by the Labor Organization.

15-4 DUES REVOCATION

The Employer agrees to provide the employee with copies of the Standard Form 1188 for use in revoking dues allotments. Employees wishing to revoke their dues withholding may obtain a Standard Form 1188 from the HRO office.

- The individual will return the completed standard form to the Civilian Pay Office.
- The Civilian Pay Office shall date and initial all copies of the standard form upon receipt from the individual. The second copy of the standard form shall be forwarded by the Civilian Pay Office to the Labor Organization within three (3) working days after receipt of the signed form from the employee.
- The **first day of September** shall be the annual dues revocation date established by this agreement. All dues revocation forms must be

received by the Civilian Pay Office **not later than 15 August**. Dues revocation shall not become effective until the first full pay period in September.

- New members shall have the option of dues revocation on the first annual anniversary date after his/her election to participate. Dues revocation form must be submitted to the Civilian Pay Office not later than the last work day in the month preceding his/her anniversary date. Effective date of revocation will be the first full pay period after his/her anniversary date. After the first anniversary date, revocation may only be made in accordance with Section 15-4c above.

15-5 ANNUAL NOTIFICATION

It is agreed that once a year, in March, this article will be published in the HRO Newsletter. This will constitute the annual notice affecting dues withholding revocation.

POC: CMS Dan Cochran, 267-2792



EMPLOYEE DEVELOPMENT

Technician Attendance at Meetings and Conferences:

Meetings and conferences often provide an important opportunity for learning information relevant to improving the conduct and/or management of agency programs. The Technician Training account may pay an employee's expenses for attending a meeting or conference as a training expense when:

- The purpose of the conference is educational;

- The content is germane (relevant) to improving the employee's performance in their current technician position;

- Most of the conference consists of planned, organized exchanges of information between presenters and audience; and

- The employee will derive developmental benefits in their current technician position through attending.

Supervisors must ensure the selected conference or meeting meets the above requirements before submitting the DD 1556 to the Employee Development section.

Completing the DD Form 1556

Once a supervisor has determined that a technician is eligible and approved to attend training, the technician must complete a DD Form 1556 to submit to the Employee Development Section for approval. Blank forms and the instructions for completing the DD 1556 are posted to the HRO website. You can access the website by logging on to the AZGARD Intranet, click on the HRO button, find the tab 'HRO Areas', and scroll down to 'Employee Development' and click, or go to www.az.ngb.army.mil/hro. There you will find fillable PDF forms and instructions. Box 18 is very important to our decision making process. Please describe, **in detail**, an overview of and objectives to be gained from the training. Also express how it pertains to your current technician job. **Attach** the course description, agenda, messages or brochures that announce the course, dates, and funding instructions, or other relevant material related to the course.

SUPERVISOR'S CHECKLIST ON TRAINING RESPONSIBILITIES

When identifying the training needs of your organization, unit or activity, have you:

Checked your employee's actual performance against required performance standards?

Made reference to employee's latest performance appraisals for possible training requirements?

Considered changes in missions or receipt of new equipment?

Discussed training plans with each of your subordinates and permitted them to express their opinion of training needs?

Insured that you have carried out your obligation to develop, as part of the day-to-day operations, the competence needed to assure effective employee performance on the job?

Established specific objectives you require your employee to achieve through attendance of a particular course?

In planning to effectively conduct or arrange for employees to receive training, have you:

- Advised each employee of their responsibility for taking full advantage of the training opportunities made available to them?
- Considered critical periods of work requirements during the FY?
- Established and coordinated leave plans accordingly to prevent training interruptions?
- Coordinated budget requirements for outside non-government training?
- Developed training outlines to effectively conduct on-the-job training?

At the conclusion of a training course, do you:

- Perform periodic evaluations (through observation and discussion) to determine the tangible and intangible benefits obtained from the course?
- Provide the employee the opportunity to perform and apply the recently acquired knowledge and/or skills?

RETIREMENT INFORMATION

Survivor benefits are a vital part of the Federal Benefit program. They provide a pension payment plan to your family in case of death to the employee. Decisions to maintain the benefit into retirement are a joint decision between the retiree and their spouse. The election, reduction or cancellation of the survivor benefit is made at retirement. If death occurs while a federal employee is working, benefits are paid to spouse or children. A spouse will receive income for life, unmarried children till age 18 or 22 if in college. Surviving spouse can lose the benefit if he/she remarries before age 55.

Upon retirement, the choice must be made between a larger monthly pension (without survivor benefits) or reduced annuity and future payments to survivors after your death. This decision is made together with your current spouse. Changes or reductions must be made with notarized spousal approval. CSRS retirees receive 55 percent of the annuitants pension unless designated otherwise for the full survivor benefit. This is a 10% reduction in your annuity. Survivor benefits can be reduced by the percentage you choose, increasing the retiree's pension. FERS retirees can choose 50 percent survivor benefit with a reduction of 10 percent in your monthly annuity. Another choice includes a 25 percent survivor benefit with a 5 percent reduction in your monthly annuity or eliminate the benefit completely. It is most important to be aware that if the benefit is eliminated in the CSRS or FERS annuity and the annuitant dies, not only does the spouse receive "zero" monthly income, but her/she also loses their health insurance benefit. Many retirees assume that if their spouse has their own pension, the survivor benefit is not needed. This is incorrect because the death of a working spouse decreases income and many expenses do not decrease when a spouse dies, and lack of an annuity will result in a lower income bracket for the spouse.

Some federal retirees will choose insurance plans in lieu of spousal annuities. When you die, your spouse will receive a large benefit (cash) from the insurance company. With the federal survivor benefits, spouses receive a monthly survivor annuity from the government. Another factor is that children or other survivors receive the

remaining benefits from the insurance company and with an annuity no benefits are available to remaining heirs. Remaining monies are not available to heirs down the line. Working with your local Retirement Benefit Specialist is a must when making these decisions important to your remaining family members. ****This information was taken from "Pros and Cons of Survivor Benefits" written by Bob Tinsley of Shelbyville, Ky.**

POINT OF CONTACT: HRO PERSONNEL ASSISTANT, MARY CAMPBELL AT (602) 267-2475 OR DSN 853-2475.



EEO Calendar of Events

FEB -- African American History Month - Theme: "The African American Legacy: Contributions and Service in America's Defense"

MAR -- National Women's History Month: "Women Sustaining the American Spirit"

7-14 APR - US Holocaust Memorial - Theme: "Memories of Courage"

MAY -- Asian/Pacific American Heritage Month - Theme TBA

13 MAY -- Armed Forces Day

27 MAY - Memorial Day

23-29 JUN -- League of United Latin American Citizen (LULAC)

6-13 JUL - 93rd Annual NAACP National Convention

22-26 JUL -- Federally Employed Women National Training

12-18 AUG -- Annual Tuskegee Airmen, Inc.(TAI) & Organization of

Black Airline Pilots(OBAP) Training Conference

SEP-OCT - Hispanic Heritage Month

NOV – American Indian Heritage Month

For a complete listing of events see our Equal Employment Specialist.

POC: Barbara Busby, Equal Employment Rep @ DSN 853-2319 or Com (602) 267-2319

HRO - SUPERVISOR'S INTERVIEW TRAINING CLASS

The following schedule is presented for the 12 months of Calendar Year (CY) 2002, HRO- Supervisor's Interview Training Class;

JANUARY 16 FEBRUARY 20

MARCH 20 APRIL 17

MAY 15 JUNE 19

JULY 17 AUGUST 21

SEPTEMBER 18 OCTOBER 16

NOVEMBER 20 DECEMBER 18

These dates fall on the third Wednesday of each Month. HRO requires a minimum of five (5) students to conduct this course each month. Please call the HRO Secretary, with your Name, Unit and Telephone number to schedule attendance and guarantee a seat in the class. The Course will be cancelled if a minimum number of students cannot attend each month. This is a required course for new Supervisors or may prove to be a valuable refresher for current Supervisors.

Point of Contact: Sharon Hall, HRO Secretary, @ DSN 853-2790 or COM (602) 267-2790 and/or fax #DSN 853-2782 or COM (602) 267-2782.

WELCOME NEW EMPLOYEES

Please join us in welcoming four (4) new employees to HRO:

(1) Employee Development Specialist:

The new Employee Development Specialist is **SGM Pamela Higgins**, hired 21 Oct 01. She replaces MSgt Jim Miller, who moved to Classification. Pam comes from the State Training Office where she worked for 4 years. Prior to that she worked at the USPFO for 7 years. Pamela has been a Technician for 23 plus years, and has accomplished 24 years in the Army National Guard. She brings a tremendous amount of experience to HRO and recently was selected to become the Command Sergeant Major for the 158th S & S BN in Flagstaff (effective 1 April). (Congratulations CSM Higgins!!)

(2) State Equal Employment Manager

2nd Lt Lorri Conley has been in the Arizona Air National Guard for over 18 years. She originally began her career in Tucson, at the 162 FW. She was reassigned to the 161st ARW in June 2000 where she worked under Lt Col Lopez, the MPF Commander, and assisted the Support Group Commander and Wing Commander, Colonel John Rix, with various programs. Lt Conley previously completed a Temporary Tour in HRO, under Col Palmatier, and also at State Headquarter-Air Staff, under Lt Col Ray. Currently she has accepted the State Equal Employment Manager position here in HRO and looks forward to working with all of you!

(3) Meet PFC Simone Kendrix, Personnel Clerk-Typing:

She joined the Arizona National Guard December 13th, 2001, after coming from Ft. Polk on active duty. She is an administrative specialist or 71L. With this MOS, she came to HRO with a brief personnel background. She started in the HRO on 20 December 2002, where she works as a Personnel Clerk. On the M-day side, she works as an Administrative Clerk in Det. 7 (Papago Medical Readiness Facility). She is a mother of one boy who was born on September 16th, 2001. Her number is (602) 267-2871 or DSN 853-2871.

(4) Meet PFC Stacy Miller, Personnel Clerk-Staffing(Typing)

PFC Stacy Miller joined the Human Resources Office as a Personnel Clerk-Staffing (Typing) on 21 October 2001 after becoming a member of the Arizona

National Guard on December 19, 2000. On her M-day duty she is part of the 258th Engineering Unit and performs as Supply Specialist. She has a 2 year boy named Alex. For help with announcements call her at (602) 267-2783 or DSN 853-2783.

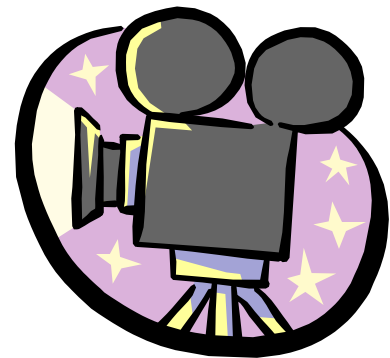
Please welcome the following HRO employees in their new positions:

MSgt James Miller replaces **Alta Morgan** as Classification Specialist. **Alta** retired on 30 Sept 01.

MSgt Pauline Gonzalez, Classification Assistant, joins MSgt Miller in Classification and replaces CW2 Jody Reidenhour who went to Soldier Support Center.

TSgt Shannon Pena was hired in the AGR section as the Benefits Coordinator. She replaces Pauline Gonzalez who now works in Classification. Shannon's new extension is 2453.

ANNOUNCEMENT: COL Richard L. Palmatier , Jr., was selected as our new **HRO Manager** in October 2001. He transfers from AGR Manager to his new title of Human Resources Officer, replacing Col Michael R. Smith who retired on October 3, 2001. You can reach COL Palmatier at (602) 267-2791 or DSN 853-2791



"THE DISNEY CLUB"

What will "The Disney Club" offer?
Benefits include, but are not limited to:

- (a) Members-only website access; monthly mailings containing offers from a wide range of Disney companies.

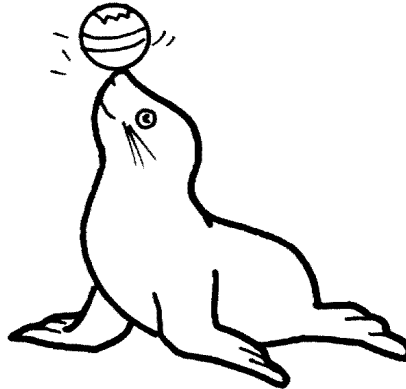
[Http://WWW.DISNEYSAMPLER.COM](http://WWW.DISNEYSAMPLER.COM) is the AZ ANG and AZ ARNG membership Web Site (Pick up a brochure/application containing our Chapter #. See POC below.)

- (b) Savings on Magical Disney Vacations (multi-day passes)
- (c) Exclusive Offers at Disney Theme Parks in the U.S.
- (d) Special travel Vacation Packages (including air) to Disneyland and Walt Disney World Resort.
- (e) Discounts on Multi-Day Theme Park and Water Park admissions.
- (f) Special rates on Annual Passports to Disneyland and Walt Disney World Resort.
- (g) Restaurant, hotel and retail discounts (up to 50% savings) (offered in "Entertainment" publication, a \$39.95 retail value).
- (h) Subscription to "Disney Magazine" with news on what's happening at Disney.
- (i) Discounts from Disney Stores worldwide, Catalog and Disney Store.Com and the Disney Stores in the Parks and Resorts.

"The Disney Club" requires a yearly membership fee, which includes a \$10.00 discount because you are a member of the Arizona National Guard Company Chapter (all employees of AZ ANG and AZ ARNG). The total price to enroll for a one-year membership is \$29.95 (includes the \$10.00 discount). Non-chapter members pay \$39.95. If you do not want to enroll immediately, a one-time **Disney Sampler** booklet (copy) will be sent to you upon request from <http://www.disneysampler.com/> web. The **Disney Sampler** contains valuable discount coupons for use at the Disneyland Parks.

Pick up your Disney Club flyer/brochure for mail in (with fee) from HRO, Bldg 555. Point of Contact: Sharon L. Hall,

Secretary, Human Resources Office, DSN 853-2790 or COMM 602-267-2790.



SEA WORLD ADVENTURE PARK SAN DIEGO

SeaWorld Adventure Park - San Diego is now a part of the WILD Vacations in California <http://www.wildvacationsca.com/>. Web site. Not only does it include the Sea World Adventure Park, but also the San Diego (world-famous) Zoo and Wild Animal Park, Knott'sberry Farm, Universal Studios and SixFlags Magic Mountain summer fun parks. The new discount booklet is available in the HRO Office, Bldg, 555 (see contact info below).

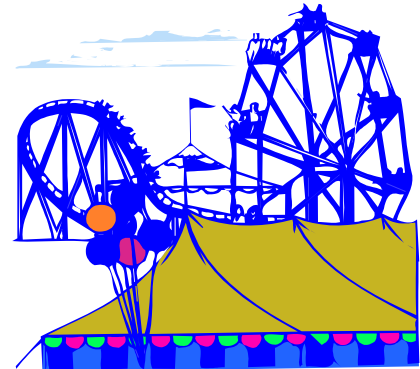
Along with Shamu and Baby Shamu (born Sept 1, 2001) you can enjoy:

- Polar Bears in Wild Arctic Display
- Whale Watching
- Dolly Dolphin Show
- Sea Lion and Otter Show
- Manatee Display
- Shark Exhibit
- Penguin Encounter
- Rockin' Summer Nights
- Exotic and Wild Bird Show

Or children can pet starfish or watch dolphins play underwater. The sea lions love to be watched as they frolic or banter in the sun. Don't miss the hundreds of pink flamingos milling around their habitat.

Web sites associated with SeaWorld are:
<http://www.4adventure.com>
<http://www.seaworld.com/>
<http://www.shamu.com/>
<http://www.wildvacationsca.com/>

CONTACT: Sharon Hall @ (602) 267-2790 or DSN 853-2790. and plan your vacation in 2002.



CASTLES AND COASTERS FAMILY FUN AND THRILL PARK (Phoenix Metrocenter)

You will find a number of posters throughout the Arizona National Guard units advertising the **Castles and Coasters** Park. Tickets are now available for your **Day of "Fun and Thrills"** at the Park. When you purchase an Adult Ticket (\$16.00) or Child's Ticket (\$13.00, 11yrs and under), you receive unlimited rides, including the sky-high, double-loop, roller coaster (dubbed "Desert Storm"), Spitfire race carts, and/or colorful Carrousel rides, plus unlimited Miniature Golf. (Arcadia games and food items are extra.)

Castles and Coasters is conveniently located at 9445 E. Metro Parkway, Phoenix, AZ 85051 (Directions: from 1-17 take the Dunlap exit -the Park is west of the freeway. Look for the high-looping roller coaster. Metrocenter Mall is across the street (or adjacent to the park.)

The park is open **daily** year-round at 10:00 A.M. Hours of Operation vary for closing hours during **Off Season** from 9 PM or 11PM weekends to the Park remaining open until 11:00 PM weekdays or Midnight on weekends during the **Summer Season**.

Purchase tickets at your convenience (they are useable anytime throughout 2002 -expiring Dec 31, 2002). Prepare for an awesome day of Fun at the Park and/or possibly celebrating a Birthday Party at **Castles and Coasters**.

Point of Contact: Sharon Hall, Admin Assistant, Human Resources Office - Phone: 602-267-2790. or DSN 853 2790.

SIX FLAGS MAGIC MOUNTAIN OR HURRICANE HARBOR

The 2002 summer V.I.P. Card is available for your family vacation discount. Six Flags is noted as more than a "Theme Park" but an **"Xtreme Park"**. The card provides you with a discount cost of \$23.99 per day to get into the "Xtreme Park" and \$15.99 to visit the "Hurricane Harbor". This is a significant savings. Experience more breath-taking drops, loops, dives and record-breaking speeds per ride. "Déjà Vu" is the world's tallest, fastest, suspended looping roller coaster. Smaller children will experience pint-sized thrills in the **"Bugs Bunny World"**.

Hurricane Harbor – One of Southern California's favorite tropical paradises for water-loving vacationers. A total of 22 slides and dozens of water adventures such as the 75-foot towering speed slides and six racing slides. Ride the surf in the Forgotten Sea Wave Pool or take a beautiful River Cruise. Enjoy an ocean of fun. This park requires a separate ticket (\$15.99) per person.

POC: SHARON HALL, HRO Admin Assistant, ext 2790.

NOTE: An **Armed Forces Vacation Club** Web is available for your vacation travel needs. Go to www.afvclub.com to find resorts available for (military) vacation reservations. Available resorts and dates available, plus amenities and directions can be found on this web site. Or call 1-800-724-9988 to inquire about new released space in resorts.

Alamo Rent-A-Car offers a discount for Employees who have an Adventure Club Card: Call 1-800-GO-ALAMO or 1-800 354-2322 and find them on the web at www.goalamo.com. Request **ID #345678** and rate code **BY**. 24 Hr advance reservations required.

FIND HRO ON THE WEB @
[/WWW.AZ.NGB.ARMY.MIL/HRO](http://WWW.AZ.NGB.ARMY.MIL/HRO)

IF YOU ARE INTERESTED IN ARIZONA NATIONAL GUARD FEDERAL TECHNICIAN OR AGR EMPLOYMENT

ADDITIONAL COPIES OF THIS AND PREVIOUS HRO NEWSLETTERS WITH ATTACHMENTS ARE AVAILABLE EITHER ON THE WEB SITE OR FROM THE HRO OFFICE, BUILDING 555. POC: Sharon Hall, Admin Assistant, HRO ext. 2790.

ATTACHMENTS:

- (1) **HRO Phone Number Listing**
- (2) **TSP "RATES OF RETURN"**, showing G, F, and C, S, and I Fund Monthly Returns for all of 2001, including January 2002.
- (3) **SeaWorld Poster** and **San Diego Park** Info printed from www.4adventure.com
- (4) Posters of **Knott'sberry Farm, San Diego Zoo; San Diego Wild Animal Park; Universal Studios; and SixFlags Magic Mountain** provided by www.wildvacationsca.com.
- (5) **Castles -n-Coasters Poster** and copy of Operating Schedule
- (6) **Armed Forces Vacation Club** web site instructions.

HRO PHONE LIST

COMM: 602-267-+EXT. DSN: 853-+EXT.

Rank	Last Name	First Name	Title	Phone	Office Symbol
TSgt	BUSBY	BARBARA	EQUAL EMPLOYMENT REP	2319	AZAA-HR-E
CIV	CAMPBELL	MARY	PERSONNEL ASSISTANT	2475	AZAA-HR-ER
SFC	CARLSON	JUDY	AGR ADMINISTRATOR	2948	AZAA-HR-PA
SSgt	CARRICO	ALAN	EMPLOYEE DEVELOPMENT CLERK	2677	AZAA-HR-ED
CMSgt	COCHRAN	DAN	LABOR RELATIONS SPEC	2792	AZAA-HR-LR
2nd Lt	CONLEY	LORRI	STATE EQUAL EMPLOYMENT MGR	2786	AZAA-HR-SEEM
Spec	DAY	SHARLEEN	PERSONNEL CLERK-TYPING	2387	AZAA-HR-S
SFC	FIORE	LIZ	EMPLOYEE RELATIONS SPEC	2484	AZAA-HR-ER
CMSgt	FLORES	YOLANDA	PERSONNEL SYSTEMS ASSIST	2318	AZAA-HR-PS
MSgt	GONZALEZ	PAULINE	CLASSIFICATION ASSISTANT	2493	AZAA-HR-C
CIV	HALL	SHARON	SECRETARY (AO)	2790	AZAA-HR
CSM	HIGGINS	PAMELA	EMPLOYEE DEVELOPMENT SPEC	2861	AZAA-HR-ED
PFC	KENDRIX	SIMONE	PERSONNEL CLERK TYPING	2871	AZAA-HRS
MSgt	MILLER	JIM	CLASSIFICATION SPECIALIST	2592	AZAA-HR-C
PFC	MILLER	STACY	PERSONNEL CLERK-STAFFING (TYP)	2783	AZAA-HR-S
CMSgt	MITCHELL	MIKE	STAFFING TECHNICIAN (AGR)	2430	AZAA-HR-S
SPC	MORALES	FRANK	PERSONNEL CLERK	2788	AZAA-HR-S
LTC	OSTERMAN	KEVIN	STAFFING SPECIALIST	2789	AZAA-HR-SS
COL	PALMATIER	RICHARD	HUMAN RESOURCES OFFICER	2791	AZAA-HR
TSgt	PENA	SHANNON	BENEFITS COORDINATOR	2453	AZAA-HR-B
SFC	REESE	GREG	PERSONNEL TECH (AIR) (AGR)	2960	AZAA-HR-S
LTC	ROCA	JORGE	SUPERV PERSONNEL MGMT SPEC	2414	AZAA-HR-SPMS
CMSgt	TURNER	WELDON	PERSONNEL SYSTEMS MGR	2317	AZAA-HR-PS
CIV	WILSON	SUE	PERSONNEL ASSISTANT	2787	AZAA-HR-S
MSgt	BURR	CHRISTINA	TUCSON REMOTE DESIGNEE (162FW) (162nd FW) Fax DSN: 924-6479	924-6194	REDE
TSgt	PIERCE	LAURIE	(Switzer, Patricia(Trisha)/Bishop, Kurt) PHX REMOTE DESIGNEE (161ARW) (161st ARW) Fax 602-302-9231	924-6194 /924-6198 302-9045	REDE
TSgt	HRO FAX #		SECRETARY(SHARON) FAX: STAFFING/BENEFITS(SUE) FAX:	2782 2357	